

Budget Management-Office of Human Resources & Risk Management
Request to move the Benefits Service Group from the 4th floor to the 9th Floor in Annex 44
Presented to the Space Planning Committee
November 28, 2012

Current Situation:

The benefits service unit is located on the 4th floor at 1310 Prairie (Annex 44). This includes contractors from Aetna and United Healthcare for our on-site claims and service representatives. Commissioners Court has been tremendously supportive of our ongoing wellness programs, which include activities such as wellness seminars, on-site preventive screening and physicals, flu shots, wellness "coaching" and confidential health counseling services. The majority of wellness activities for the downtown area are spread in several locations, resulting in an inefficient use of resources and often burdened by scheduling conflicts.

The 4th floor also houses the workers' compensation, safety and claims unit. This includes several contractors from an on-site claims unit for third party workers' compensation claims payor and bill review services. Due to the significant amount of documentation resulting from ongoing and open claims files, the area is severely overcrowded and a hazard in many areas.

Proposed Solution:

Re-locate the benefits service group and establish a primary wellness activity center on the 9th floor of Annex 44. In addition to ensuring the legal privacy requirements for the on-site claims and service units, this will allow consolidation of the majority of wellness activities in this space, along with a proposed expansion for an on-site drug screening area and needed space for on-site health screening activities. The unit would also include an area that could be used for a mandatory accommodation for nursing mothers to have a private location to express breast milk (as required by the Affordable Care Act). Minimal renovation (limited to closing off some space for privacy and setting up the wellness activity areas), set up and one time relocation costs will be approximately \$70,000.

Cost of Health Care and Impact of Wellness:

Every day this year (365 days), the County, employees, retirees and their dependents will spend in excess of \$533,000 towards funding health and related benefits costs, of which 94% medical premiums. This does not include the out of pocket cost paid by plan participants. It is evident that certain health conditions unnecessarily add to such costs. For example, diabetes and obesity have reached epidemic levels. Our wellness programs are designed to support healthy behavior in the workplace and to improve health outcomes, which can mitigate the potential impact of such conditions.

On November 6, 2012 Commissioners Court approved an option for employees to participate in a "Healthy Options Plan." Such a plan would require participation in various wellness programs such as annual physicals, health screenings and participation in certain wellness activities. All wellness program activities are approved by Commissioners Court.

We believe the investment of wellness will pay significant dividends to helping contain the increase in health costs as well as helping improve the overall health and well-being of our employees.

4th Floor Conditions

Tort claims area exemplify overcrowded work area.



Workers' Compensation claims blocking hallway access.

- ❖ Maintained indefinitely
- ❖ Used frequently



Benefits area store room.

Includes:

- ❖ Benefits and wellness materials
- ❖ Workers' Compensation claims



Benefits onsite rep area.

- ❖ Lacks privacy for claimant consultation





all is well at Harris County



www.wellathctx.com
Password: WELL4HCTX

November 2012 – February 2013 Wellness Program Schedule

Activity	Date(s)	Location (if applicable)
NOVEMBER		
American Diabetes Month	11/1 – 11/30	County-wide
November Thursday – 2:00 pm Downtown Yoga**	11/1 – 11/29 No class 11/22	2:00 pm – 3:00 pm 1310 Prairie, 16 th Floor Conference
November Tuesday/Thursday Downtown GUMBO Boot Camp**	11/1 – 11/29 No class 11/11	5:15 pm – 6:15 pm 1310 Prairie, 16 th Floor Conference
November Tuesday/Thursday Bear Creek GUMBO Boot Camp**	11/1 – 11/29 No class 11/20 & 11/22	6:30 pm – 7:30 pm 3055 Bear Creek Drive, Steps of Bear Creek Community Center
November Monday/Wednesday Downtown Zumba**	11/5 – 11/28 No class 11/21	4:10 pm – 5:10 pm 1310 Prairie, 16 th Floor Conference
November Monday/Wednesday Downtown GUMBO Boot Camp**	11/5 – 11/28 No class 11/21	5:15 pm – 6:15 pm 1310 Prairie, 16 th Floor Conference
November Monday/Wednesday Annex M GUMBO Boot Camp**	11/5 – 11/28 No class 11/19 & 11/21	5:15 pm – 6:15 pm 2525 Murworth, D36 - CPS Bldg Entrance
November Monday/Wednesday Spring GUMBO Boot Camp**	11/5 – 11/28 No class 11/19 & 11/21	5:30 pm – 6:30 pm Precinct 4 Collins Park 6727 Cypresswood Dr., Spring
Wellness Lecture Series: It's A Sugar Jungle Out There**	11/14	1:30 pm – 3:30 pm 1310 Prairie, Suite 230 Training Room
DECEMBER		
Safe Toys & Gifts Month	12/1 – 12/31	County-wide
December Monday/Wednesday Downtown Zumba**	12/3 – 12/19	4:10 pm – 5:10 pm 1310 Prairie, 16 th Floor Conference
December Monday/Wednesday Downtown GUMBO Boot Camp**	12/3 – 12/19	5:15 –m 6:15 pm 1310 Prairie, 16 th Floor Conference
December Monday/Wednesday Annex M GUMBO Boot Camp**	12/3 – 12/19	5:15 pm – 6:15 pm 2525 Murworth, D36 - CPS Bldg Entrance

December Tuesday/Thursday Downtown GUMBO Boot Camp**	12/4 – 12/20	5:15 pm – 6:15 pm 1310 Prairie, 16 th Floor Conference
Onsite Physicals by The Methodist Hospital** (by appointment)	12/5	7:00 am – 12:00 pm 1310 Prairie, Suite 230 & 240
RD on the Go** (by appointment)	12/5	8:00 am – 5:00 pm 1310 Prairie, Suite 400
Wellness Lecture Series: Managing in Times of Personal Crisis & Dealing with Burnout**	12/5	1:30 pm – 3:30 pm 1310 Prairie, Suite 230 Training Room
December Thursday – 2:00 pm Downtown Yoga**	12/6 – 11/20	2:00 pm – 3:00 pm 1310 Prairie, 16 th Floor Conference
Wellness Lecture Series: Food Scams: Buyer Beware!**	12/12	8:30 am – 10:30 am 1310 Prairie, Suite 230 Training Room
Onsite Mammograms by The Rose** (by appointment)	12/12 & 12/13	9:00 am – 4:00 pm 1310 Prairie, Room 240
Wellness Lecture Series: Why Give? The Power of Giving**	12/12	1:30 pm – 3:30 pm 1310 Prairie, Suite 230 Training Room
JANUARY 2013		
January Monday/Wednesday Downtown Zumba**	1/7 – 1/30 No class 1/14	4:10 pm – 5:10 pm 1310 Prairie, 16 th Floor Conference
January Monday/Wednesday Downtown GUMBO Boot Camp**	1/7 – 1/30 No class 1/14	5:15 pm – 6:15 pm 1310 Prairie, 16 th Floor Conference
January Monday/Wednesday Annex M GUMBO Boot Camp**	1/7 – 1/30 No class 1/14	5:15 pm – 6:15 pm 2525 Murworth, D36 - CPS Bldg Entrance
January Tuesday/Thursday Downtown GUMBO Boot Camp**	1/8 – 1/31	5:15 pm – 6:15 pm 1310 Prairie, 16 th Floor Conference
January Thursday – 2:00 pm Downtown Yoga**	1/10 – 1/31	2:00 pm – 3:00 pm 1310 Prairie, 16 th Floor Conference
Onsite Physicals by The Methodist Hospital** (by appointment)	1/16	7:00 am – 12:00 pm 1310 Prairie, Suite 230 & 240
RD on the Go** (by appointment)	1/16	8:00 am – 5:00 pm 1310 Prairie, Suite 400
Wellness Lecture Series: New Year's Resolutions: Good Idea or Bad?**	1/16	1:30 pm – 3:30 pm 1310 Prairie, Suite 230 Training Room
Wellness Lecture Series: Fast, Fresh & Flavorful Meals**	1/23	8:30 am – 10:30 am 1310 Prairie, Suite 230 Training Room
Onsite Physicals by The Methodist Hospital** (by appointment)	1/30	7:00 am – 12:00 pm 1310 Prairie, Suite 230 & 240
RD on the Go** (by appointment)	1/30	8:00 am – 5:00 pm 1310 Prairie, Suite 400

Wellness Lecture Series: Assertiveness & Approaches to Decision Making**	1/30	1:30 pm – 3:30 pm 1310 Prairie, Suite 230 Training Room
Onsite Mammograms by The Rose** (by appointment)	1/31	9:00 am – 4:00 pm 1310 Prairie, Room 240
FEBRUARY 2013		
American Heart Month	2/1 – 2/28	County-wide
Onsite Mammograms by The Rose** (by appointment)	2/1	9:00 am – 4:00 pm 1310 Prairie, Room 240
February Monday/Wednesday Downtown Zumba**	2/4 – 2/27	4:10 pm – 5:10 pm 1310 Prairie, 16 th Floor Conference
February Monday/Wednesday Downtown GUMBO Boot Camp**	2/4 – 2/27	5:15 pm – 6:15 pm 1310 Prairie, 16 th Floor Conference
February Monday/Wednesday Annex M GUMBO Boot Camp**	2/4 – 2/27	5:15 pm – 6:15 pm 2525 Murworth, D36 - CPS Bldg Entrance
February Tuesday/Thursday Downtown GUMBO Boot Camp**	2/5 – 2/28	5:15 pm – 6:15 pm 1310 Prairie, 16 th Floor Conference
Wellness Lecture Series: Powerhouse Foods**	2/6	1:30 pm – 3:30 pm 1310 Prairie, Suite 230 Training Room
February Thursday – 2:00 pm Downtown Yoga**	2/7 – 2/28	2:00 pm – 3:00 pm 1310 Prairie, 16 th Floor Conference
Onsite Physicals by The Methodist Hospital** (by appointment)	2/13	7:00 am – 12:00 pm 1310 Prairie, Suite 230 & 240
RD on the Go** (by appointment)	2/13	8:00 am – 5:00 pm 1310 Prairie, Suite 400
Wellness Lecture Series: The Heart Healthy Lifestyle: 8 Steps to Prevent Heart Disease**	2/13	1:30 pm – 3:30 pm 1310 Prairie, Suite 230 Training Room
Wellness Lecture Series: Non-Verbal Communication**	2/30	1:30 pm – 3:30 pm 1310 Prairie, Suite 230 Training Room
Onsite Physicals by The Methodist Hospital** (by appointment)	2/27	7:00 am – 12:00 pm 1310 Prairie, Suite 230 & 240
RD on the Go** (by appointment)	2/27	8:00 am – 5:00 pm 1310 Prairie, Suite 400

*Dates, locations and program content subject to change.

**Posted on the Training website (<http://www.hctx.net/hctraining/>) for registration

Wellness Training Classes

Course	Day	Date	Time	Location	Hours
Wellness Lecture Series: It's A Sugar Jungle Out There	Wednesday	November 14	1:30 pm – 3:30 pm	1310 Prairie, Suite 230 Training Room	2.0
Wellness Lecture Series: Managing in Times of Personal Crisis & Dealing with Burnout	Wednesday	December 5	1:30 pm – 3:30 pm	1310 Prairie, Suite 230 Training Room	2.0
Wellness Lecture Series: Food Scams – Buyer Beware!	Wednesday	December 12	8:30 am – 10:30 am	1310 Prairie, Suite 230 Training Room	2.0
Wellness Lecture Series: Why Give? The Power of Giving	Wednesday	December 12	1:30 pm – 3:30 pm	1310 Prairie, Suite 230 Training Room	2.0
Wellness Lecture Series: New Year's Resolutions – Good Idea or Bad?	Wednesday	January 16	1:30 pm – 3:30 pm	1310 Prairie, Suite 230 Training Room	2.0
Wellness Lecture Series: Fast, Fresh & Flavorful Meals	Wednesday	January 23	8:30 am – 10:30 am	1310 Prairie, Suite 230 Training Room	2.0
Wellness Lecture Series: Assertiveness & Approaches to Decision Making	Wednesday	January 30	1:30 pm – 3:30 pm	1310 Prairie, Suite 230 Training Room	2.0
Wellness Lecture Series: Powerhouse Foods	Wednesday	February 6	1:30 pm – 3:30 pm	1310 Prairie, Suite 230 Training Room	2.0
Wellness Lecture Series: The Heart Healthy Lifestyle – 8 Steps to Prevent Heart Disease	Wednesday	February 13	1:30 pm – 3:30 pm	1310 Prairie, Suite 230 Training Room	2.0
Wellness Lecture Series: Non-Verbal Communication	Wednesday	February 20	1:30 pm – 3:30 pm	1310 Prairie, Suite 230 Training Room	2.0

RD on the Go Program

This program provides onsite, preventive nutrition counseling and general health coaching by a registered and licensed dietitian that is also a certified health coach from The Methodist Hospital. Sessions are 30 minutes in length and are at 1310 Prairie, Suite 400. Registration is required for this program and is available on the Training website (<http://www.hctx.net/hctraining/>). **ELIGIBILITY:** This program is only open to covered members of the Harris County Medical Plan (Aetna). This program may be used as frequently as needed.

Day	Date	Time	Appt. Length	Location
Wednesday	December 5	8:00 am – 5:00 pm	30 minutes	1310 Prairie, Suite 400
Wednesday	January 16	8:00 am – 5:00 pm	30 minutes	1310 Prairie, Suite 400

Wednesday	January 30	8:00 am – 5:00 pm	30 minutes	1310 Prairie, Suite 400
Wednesday	February 13	8:00 am – 5:00 pm	30 minutes	1310 Prairie, Suite 400
Wednesday	February 27	8:00 am – 5:00 pm	30 minutes	1310 Prairie, Suite 400

Confidentiality

All health information collected and discussed during the onsite counseling session WILL NOT be shared with Harris County by The Methodist Hospital.

Onsite Mammography Program

The Rose, a non-profit breast cancer organization, provides their mobile (digital) mammography services in an empty, private office of the 2nd Floor at the Anderson Clayton Building (1310 Prairie) every other month.

Who is eligible for an onsite routine mammogram?

Covered members of the Harris County Medical Plan (Aetna) may take advantage of this onsite service provided at NO COST (100% covered) by meeting the following plan criteria for receiving a routine mammogram:

- 1 baseline mammography for ages 35-40 years
- Age 40 years and older, 1 mammography every calendar year

Women who are under age 35, have been diagnosed with breast cancer within the prior two years, are pregnant or currently breastfeeding, have implants or are experiencing symptoms cannot be screened by The Rose's mobile mammography. Please seek this service through their stand-alone facilities (www.therose.org) or another Aetna network provider.

Make your appointment online with The Rose

To make your appointment for an upcoming date, follow these steps:

1. Go to the secure scheduling website, <https://www.sentinelanalytics.net/mms/>
2. Enter the Company Code, HCTX (not case-sensitive)
3. Answer the pre-screening questions and enter your personal information
4. Select your appointment date and time

Day	Date	Time	Appt. Length	Location
Monday	November 12	9:00 am – 3:45 pm	15 – 30 minutes	1310 Prairie, Room 240
Wednesday	December 12	9:00 am – 3:45 pm	15 – 30 minutes	1310 Prairie, Room 240
Thursday	December 13	9:00 am – 3:45 pm	15 – 30 minutes	1310 Prairie, Room 240
Thursday	January 31	9:00 am – 3:45 pm	15 – 30 minutes	1310 Prairie, Room 240
Friday	February 1	9:00 am – 3:45 pm	15 – 30 minutes	1310 Prairie, Room 240

Please note that you **STILL** have the freedom to choose ANY provider within the Aetna network to receive your mammogram at no cost per plan criteria. If you have questions about finding a provider near you or the date of your last

mammogram please contact Aetna at 713-755-5604 or 1-800-279-2401. You can also log in to your Aetna Navigator at www.aetna.com to view this information.

Confidentiality

All health information collected and discussed during the onsite mammogram WILL NOT be shared with Harris County by The Rose.

Onsite Annual Physicals

THIS IS DIFFERENT FROM THE WELLNESS SCREENING EVENTS

Annual physicals are available onsite and at no cost at the Anderson-Clayton Building (1310 Prairie, 2nd Floor) to eligible* employees covered by the Harris County Medical Plan (Aetna).

The annual physical is provided by a medical doctor from The Methodist Hospital and includes the following:

- Physician history and physical
- Vital signs (height, weight, blood pressure, girth measurement)
- Resting electrocardiogram (EKG)
- Blood and urine laboratory tests (CBC Diff, Urinalysis, Comprehensive Metabolic Panel, TSH, Free T4, Lipid Panel, and PSA-the prostate cancer screening for men over 40 or with history of disease.)

Appointments may be made on the Training website, www.hctx.net/hctraining.

Your appointment is confirmed IF you receive a confirmation email from the scheduler. "Wait Listed" appointments do not receive an email confirmation. One week before your scheduled appointment you will receive another email with additional information from The Methodist Hospital and a reminder phone call the day before.

Eligibility

The Harris County Medical Plan (Aetna) covers at 100% ONE routine physical per calendar year. If you are an employee covered by the Harris County Medical Plan (Aetna) and have not received a routine physical for this calendar year, you are eligible to take advantage of this onsite service at no cost to you. **Please note that you STILL have the freedom to choose ANY physician or nurse practitioner within the Aetna provider network to receive your annual physical at no cost per plan criteria.** If you have questions about finding a provider near you or the date of your last annual physical please contact Aetna at 713-755-5604 or 1-800-279-2401. You can also log in to your Aetna Navigator at www.aetna.com to view this information.

Day	Date	Time	Appt. Length	Location
Wednesday	December 5	7:00 am – 12:00 pm	15 – 30 minutes	1310 Prairie, Room 240
Wednesday	January 16	7:00 am – 12:00 pm	15 – 30 minutes	1310 Prairie, Room 240
Wednesday	January 30	7:00 am – 12:00 pm	15 – 30 minutes	1310 Prairie, Room 240
Wednesday	February 13	7:00 am – 12:00 pm	15 – 30 minutes	1310 Prairie, Room 240
Wednesday	February 27	7:00 am – 12:00 pm	15 – 30 minutes	1310 Prairie, Room 240

Confidentiality

All health information collected and discussed during the onsite annual physical WILL NOT be shared with Harris County by The Methodist Hospital.

Exercise Classes

Registration for all exercise classes is available on the Training website, www.hctx.net/hctraining. Participation is voluntary and completion of a liability waiver is required. Walk-in participation is allowed as space permits.

Cardio/Strength

G.U.M.B.O. Boot Camp

(Instructors: GUMBO fitness trainers)

G.U.M.B.O. (Get Up & Move your Butt Operation) Boot Camp is a challenging workout that incorporates cardio, endurance, partner resistance, core and strength training using body weight and dumbbells to create a lean, strong, healthy body.

Zumba

(Instructor: YMCA fitness trainers)

This cardio-Latin fusion class features aerobic interval training to maximize fat burning and total body toning, all to incredible music with moves that are easy to learn!

Mind/Body

Yoga

(Instructor: Trainers from The Methodist Hospital and/or the YMCA of Greater Houston)

Yoga builds a strong body, mind, and spirit. This class incorporates yoga postures, breathing exercises and a mind focus to improve balance, strength and flexibility. Restorative breathing exercises and final relaxation will promote stress reduction and mental clarity. Postures are linked with the breath and transition smoothly from one to the next.

Class	Day	Date	Time	Location	No Class
Yoga	Thursday	November 1 - 29	2:00 pm – 3:00 pm	1310 Prairie, 16 th Floor Conference Room	November 22
GUMBO Boot Camp	Tuesday & Thursday	November 1 – 29	5:15 pm – 6:15 pm	1310 Prairie, 16 th Floor Conference Room	November 22
GUMBO Boot Camp	Tuesday & Thursday	November 1 - 29	6:30 pm – 7:30 pm	3055 Bear Creek Drive, Steps of Bear Creek Community Center	November 20, 22
Yoga	Monday	November 5 – 26	11:30 am – 12:30 pm	2525 Murworth, D36-CPS Bldg Entrance	November 21
GUMBO Boot Camp	Monday & Wednesday	November 5 – 28	5:15 pm – 6:15 pm	1310 Prairie, 16 th Floor Conference Room	November 21
GUMBO Boot Camp	Monday & Wednesday	November 5 - 28	5:15 pm – 6:15 pm	2525 Murworth, D36-CPS Bldg Entrance	November 19, 21

GUMBO Boot Camp	Monday & Wednesday	November 5 - 28	5:30 pm – 6:30 pm	Precinct 4 Collins Park, 6727 Cypresswood Dr., Spring	November 19, 21
Yoga	Monday	December 3	11:30 am – 12:30 pm	2525 Murworth, D36-CPS Bldg Entrance	N/A
GUMBO Boot Camp	Monday & Wednesday	December 3 - 19	5:15 pm – 6:15 pm	1310 Prairie, 16 th Floor Conference Room	N/A
GUMBO Boot Camp	Monday & Wednesday	December 3 - 19	5:15 pm – 6:15 pm	2525 Murworth, Outside, Guardianship Bldg Entrance	N/A
GUMBO Boot Camp	Tuesday & Thursday	December 4 - 30	5:15 pm – 6:15 pm	1310 Prairie, 16 th Floor Conference Room	N/A
Yoga	Thursday	December 6 - 20	2:00 pm – 3:00 pm	1310 Prairie, 16 th Floor Conference Room	N/A
Zumba	Monday & Wednesday	January 7 - 30	4:10 pm – 5:10 pm	1310 Prairie, 16 th Floor Conference Room	January 14
GUMBO Boot Camp	Monday & Wednesday	January 7 - 30	5:15 pm – 6:15 pm	1310 Prairie, 16 th Floor Conference Room	January 14
GUMBO Boot Camp	Monday & Wednesday	January 7 - 30	5:15 pm – 6:15 pm	2525 Murworth, Outside, Guardianship Bldg Entrance	January 14
GUMBO Boot Camp	Tuesday & Thursday	January 8 - 31	5:15 pm – 6:15 pm	1310 Prairie, 16 th Floor Conference Room	N/A
Yoga	Thursday	January 10 - 31	2:00 pm – 3:00 pm	1310 Prairie, 16 th Floor Conference Room	N/A
Zumba	Monday & Wednesday	February 4 - 27	4:10 pm – 5:10 pm	1310 Prairie, 16 th Floor Conference Room	N/A
GUMBO Boot Camp	Monday & Wednesday	February 4 - 27	5:15 pm – 6:15 pm	1310 Prairie, 16 th Floor Conference Room	N/A
GUMBO Boot Camp	Monday & Wednesday	February 4 - 27	5:15 pm – 6:15 pm	2525 Murworth, Outside, Guardianship Bldg Entrance	N/A
GUMBO Boot Camp	Tuesday & Thursday	February 5 - 28	5:15 pm – 6:15 pm	1310 Prairie, 16 th Floor Conference Room	N/A
Yoga	Thursday	February 7 - 28	2:00 pm – 3:00 pm	1310 Prairie, 16 th Floor Conference Rm	N/A



HARRIS COUNTY, TEXAS

Human Resources & Risk Management
1310 Prairie - Suite 400
Houston, Texas 77002-4042
Phone: (713) 755-3030 Fax: (713) 755-8869

David Kester, Director

November 6, 2012

Vote of the Court:

Yes No Abstain

To: County Judge Emmett and
Commissioners Lee, Morman
Radack and Cagle

Judge Emmett	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Lee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Morman	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Radack	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Cagle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Fm: David Kester *DK*

Re: **Healthy Actions Medical Plan Option Proposal**

12 OCT 31 AM 9:58

MAILED
SUPERVISOR
11/07/12

As you know, Harris County currently provides two levels of medical benefits to employees. The first, a Base Plan, is provided at "no cost" to employees. The second is a Plus Plan with employees paying 10% of the premium cost for a higher level of benefits.

Throughout the years, Commissioners Court has been tremendously supportive of our ongoing wellness initiatives including on-site screenings, health assessments, immunizations, wellness classes, and challenges. We believe that such actions have a positive impact in helping contain rising health costs as well as providing a value added benefit that adds to improved employee productivity and morale.

To enhance this effort, we propose the enactment of a third option to our medical benefits called the "Healthy Actions Plan." The plan will contain a higher level of benefits than the Base Plan, but will be provided at the same premium cost to employees. To qualify for the Healthy Actions Plan, benefit eligible employees must complete five available wellness activities between the period of January 1, 2013 and November 30, 2013 (see attached). Employees who have been confirmed to have completed such activities will have the Healthy Actions Plan available for the FY 2014-15 open enrollment (effective March 1, 2014).

With your approval, we will begin communication efforts to employees and coordination of necessary processes to track participation in program activities. The final plan design and premium contributions will be submitted to Commissioners Court for approval by October, 2013 in conjunction with the FY 2014-15 plan renewal.

Thank you for your support of the recommended Healthy Actions Medical Plan option and of our ongoing wellness efforts.

Dist Clerk (Kester) *copy*
Attachment
DEK1967

RM - copy

Co Judge - copy

Comm Pct 1-4 - copy

Adm - copy

Presented to Commissioner's Court

NOV 06 2012

APPROVE LIC
Recorded Vol _____ Page _____

all is **well** at
Harris County

Proposed

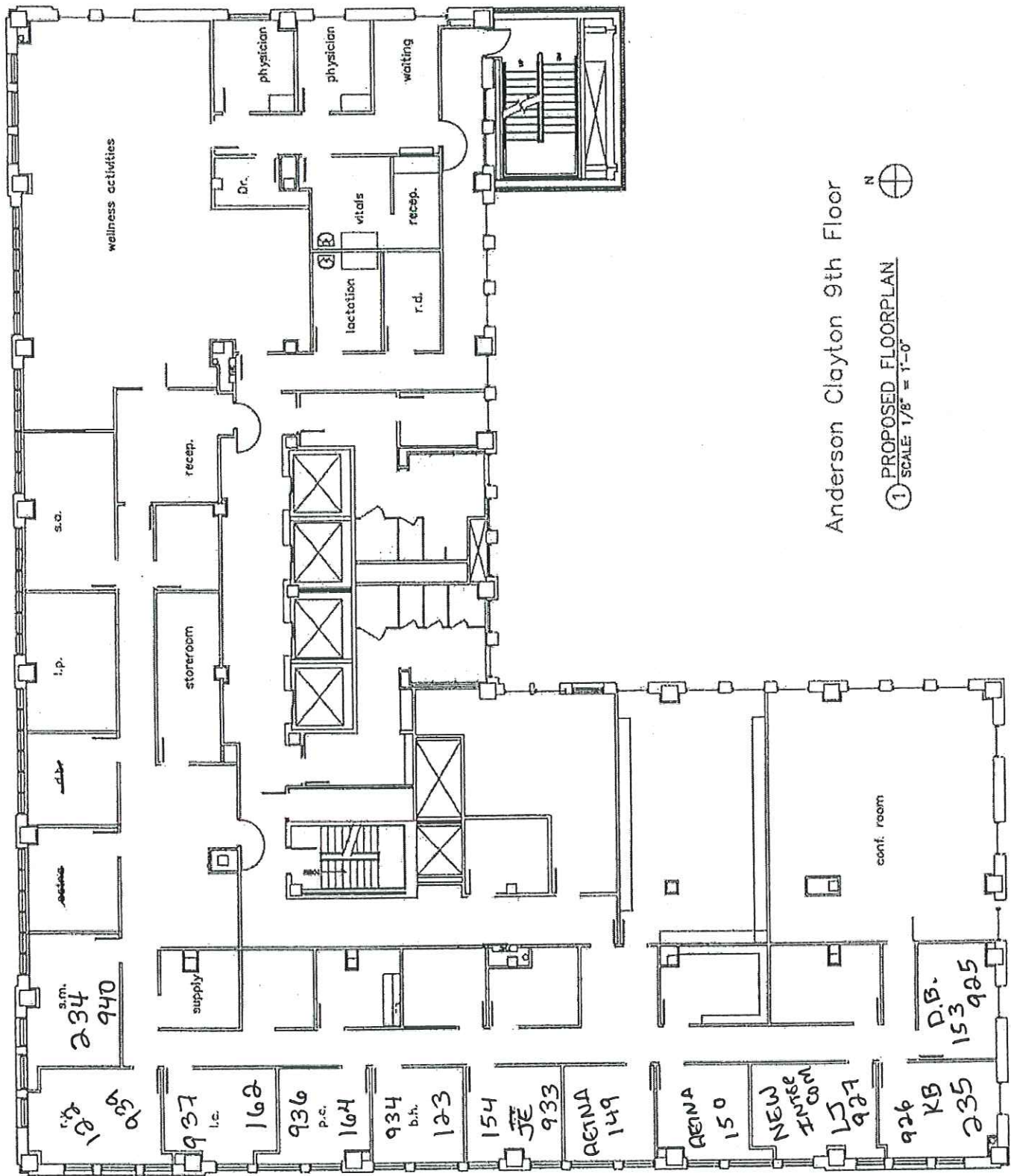
2014 – 2015

Healthy Actions Medical Plan

To be eligible for the Healthy Actions Medical Plan, a benefits-eligible employee must complete the following criteria between January 1st and November 30th 2013.

- 1** Take the online Health Assessment
- 2** Complete an Annual Physical OR County-coordinated Wellness Screening
- 3** Complete THREE of the following:

- Routine dental cleaning (preventive)
- Routine vision exam (preventive)
- Participation in a Live Healthy Harris County challenge (must complete 6 of 8 weeks)
- Wellness Lecture Series class (web or site-based, 2 hour training credit)
- Four (4) health coaching sessions in the "RD on the Go" registered dietitian program (2 hours total)



Anderson Clayton 9th Floor



① PROPOSED FLOORPLAN
SCALE: 1/8" = 1'-0"